

Gender Pay Gap Report March 2025 (reporting period March 2023-24)

The gender pay gap analysis includes data relating to employees at Gloucestershire College and Gloucestershire Professional Services. The workforce of 709 comprises of 236 **male (33.3%)** and 473 **female (66.7%)** employees, which is broadly unchanged from the previous reporting cycle and reflective of the wider education sector.

Gender Pay Gap

The College's mean gender pay gap is **15.4%** and the median gender pay gap is **17.2%**

Quarterly Percentile

	Total in band	Male	Female
Q1 (highest)	178	58%	42%
Q2	177	32%	69%
Q3	177	27%	73%
Q4 (lowest)	177	16%	84%

Summary

The quartile percentile splits shown above provide a breakdown of how many male and female employees there are in each quarter of the College's payroll.

The data shows that the predominance of female employees is greatest in the lowest quartile, and the male/female split narrows in each quartile above that. This directly relates to the attractiveness of different roles to male and female employees, and is a trend mirrored in the education sector more widely. For example, there are many term time roles in the lower quartiles, due to job design and work requirements, and these positions do continue to attract more female staff than male. In addition, many industry specialist roles fall into the higher quartiles. The majority of the College's growth areas, for example Construction, Cyber, Computing and Engineering, that require this industry specialism, are predominantly male occupied, both here at the College (79% male), and more widely in the sector.

Our overall male/female split shows that we recruit high number of female employees and demonstrates no gender bias in the recruitment and selection process. We are proud of our inclusive professional development programme, and embedded support of flexible working, which supports accessibility of work, progression and work-life balance of all employees fairly and equitably.